



City of Seattle

Mike McGinn, Mayor

Seattle LGBT Commission

TO: Mayor Mike McGinn
Council President Sally Clark
Councilmember Bruce Harrell

FROM: Seattle LGBT Commission

DATE: October 15, 2013

RE: Proposal for Development of Seattle Office of LGBTQ Affairs

The Seattle LGBT Commission respectfully recommends that the City of Seattle develop an Office of LGBTQ Affairs to serve the needs and interests of the lesbian, gay, bisexual, transgender, and queer communities in Seattle. In collaboration with the Seattle Office for Civil Rights and the Race and Social Justice Initiative, the Office would help the City develop a thoughtful approach to promoting LGBTQ inclusion and civic engagement, eliminating anti-LGBTQ discrimination, partnering with local nonprofits, civic organizations, business groups, and individuals, and establishing Seattle as an international model for LGBTQ civil rights.

This proposal is intended as the starting point for a broader discussion about the establishment of an Office of LGBTQ Affairs. The Commission welcomes constructive ideas, feedback, and input, and anticipates that this proposal will develop as a work-in-progress through ongoing discussions with City officials and local stakeholders.

BACKGROUND

Seattle is the proud home to one of the largest concentrations of LGBTQ residents in the United States. Surveys have estimated that 4% of Washington residents identify as LGBTQ¹, and that 12.9% of Seattle residents identified as lesbian, gay, or bisexual.² Recent estimates show that in 2012 Seattle had the highest concentration of gay-couple households among America's large cities—approximately 2.6% of Seattle's households were gay couples³—and 13% of gay couples in the greater Seattle area are raising children.⁴ Seattle, likewise, has one of the largest transgender populations in the United States although these numbers are more difficult to collect due to limitations in gender categories in data collection.

The City of Seattle has long recognized the civil rights of its LGBTQ communities and worked to become an LGBTQ-inclusive municipality. The Human Rights Campaign's 2012 Municipal Equality Index (MEI) gave Seattle a top score of 100. The MEI is the only nationwide index evaluating municipal law and policy as it pertains to LGBT communities.⁵ Cities with

vibrant LGBT communities and a high municipal index often rank high in innovative business opportunities, as well as tourism.

The Commission is proud of Seattle's commitment to its LGBTQ residents and the many achievements of Seattle's non-profit, business, municipal, and grassroots communities. Nevertheless, we are also aware of significant areas of unmet need for LGBTQ communities that require dedicated, long-term efforts by the City. These needs are especially stark with respect to the epidemic of LGBTQ youth homelessness; the lack of LGBTQ-competent youth services, LGBTQ-specific facilities and services for seniors and aging populations, and LGBTQ-focused accessible comprehensive health clinic; and the absence of a thriving LGBTQ community center.

PROPOSAL OVERVIEW

This proposal recommends the establishment of an Office of LGBTQ Affairs within the City of Seattle.

Mission: It is important that the mission of the Office be developed in dialogue with community members, community and civic organizations, and City government through a public-comment process. In general terms, however, the Commission envisions that the Office would likely be charged with providing services and information to LGBTQ people through outreach and public education; advising the Mayor, City Council, and City government on the needs and interests of LGBTQ people, including with respect to legislation, policies, and procedures, and how to provide culturally-competent services for City residents; collaborating with the LGBT Commission, the Office of Civil Rights, and community organizations; and supporting LGBTQ-related policy development, community outreach, education, economic development, and capacity building.

Staffing: The Office would consist of 2 FTE positions, including a director and a policy analyst position, and a .5 PTE public relations/marketing and communications specialist.

Rationale: Some of the most striking areas of effectiveness for the Office include:

- LGBTQ residents would have an office to contact about their specific needs when met with hurdles.
- A group of dedicated paid staff to advise City officials on a regular basis, in collaboration with a larger group of diverse members of the LGBT Commission.
- Authority of position aids in establishing relationships.
- Ability to advocate for innovative public policy and legislation.
- Long-term sustainability and continuity of work.
- A shared workload will allow for reduced burnout and increased tenure and commitment from LGBT Commissioners for improved continuity of commission work.

Collaboration with the Office of Civil Rights and Race & Social Justice Initiative: In establishing an Office of LGBTQ Affairs, it is important that the City build on the positive work

already being performed by the Seattle Office of Civil Rights and the Race and Social Justice Initiative. In particular, the Office should have a strong RSJI focus as part of its mission.

Return on Investment: The establishment of an Office of LGBTQ Affairs will benefit the City of Seattle in numerous tangible and intangible ways. The Office and its work will make Seattle a model city for civil rights across the nation and further refine its MEI. This will directly affect many profitable endeavors for the City, such as promoting tourism, increasing business ownership, fostering constructive use of City services, and developing capital in good credit across the LGBTQ community. The good-faith effort and goodwill fostered between the City and the LGBTQ community will be immeasurable.

LGBTQ communities in Seattle are vibrant, with a strong base of support from the business community and nonprofit organizations that are known throughout the country. The budgets and continued work in Seattle's many outstanding non-profits—such as The Pride Foundation, Gay City Health, the Greater Seattle Business Association, the Northwest Network, and Seattle Counseling Services, to name but a few—go to benefit not only local services, but often serve as models for coalition and collaboration between states and other sister cities. By supporting and connecting disparate City departments including the Office of Civil Rights, the Office will benefit LGBTQ employees of the City and the LGBTQ community at-large who participate in City services. Benefiting the community by establishing the Office can only serve to strengthen the bond between this vital, active, and participatory community by attracting and maintaining higher levels of income, life satisfaction, and housing values, as well as higher concentrations of high-tech business.

POSSIBLE PRIORITY AREAS AND ISSUES

An Office of LGBTQ Affairs will have the potential to address a diverse range of issues affecting LGBTQ communities in Seattle. One of the initial tasks of the Office will be to establish its mission and goals. This process will require extended discussion with local stakeholders about different visions for the Office and about short-term and long-term goals. For present purposes, the Commission suggests that the Office has the potential to work on some of the following areas and issues:

A. Legislation & Policy

As a general matter, an Office of LGBTQ Affairs will help the City of Seattle develop laws, policies, and procedures that take into consideration the interests and needs of LGBTQ communities. The City and its departments are continually involved in drafting citywide laws and policies that affect the lives of LGBTQ residents. The City also regularly weighs in with respect to statewide and regional law and policies. Some of these laws and policies have clear connections to traditional LGBTQ issues (*e.g.*, anti-discrimination laws, marriage laws). By contrast, many other laws and policies have significant effects on LGBTQ communities, but are often not viewed as LGBTQ issues (*e.g.*, housing and homelessness, healthcare, business development, pay equity, tourism). The consequence is that many of the laws and policies that most affect LGBTQ communities are not developed with a full and nuanced consideration of unique LGBTQ interests and needs. This unintentional “blind-spot” can make laws and policies

significantly less effective in serving LGBTQ communities and diminish the efficacy of City programs. An Office of LGBTQ Affairs would minimize this problem by providing regular input on LGBTQ perspectives and needs as part of the City's legislation and policy-making processes so that LGBTQ voices are consistently heard and taken into consideration.

Examples: Promote creation of LGBTQ Community Center; provide feedback on proposed legislation, policies, and budget; serve as a resource for Mayor, City Council, and City departments; coordinate policy proposals with the Seattle Office for Civil Rights and the Seattle LGBT Commission.

B. LGBTQ Young Persons

LGBTQ young persons face a range of unique challenges and opportunities as they come of age and find their place in the world. Some of their challenges involve coming out and self-identity, family acceptance and homelessness, mental and sexual health, and discrimination and bullying. For example, multiple studies estimate that approximately 20-40% of all homeless youth identify as LGBTQ. During the 2012 annual "One Night Count," the Seattle/King County Coalition on Homelessness recorded over 1,000 youth and young adults between the ages of 13 to 25 as homeless or in emergency shelters or transitional housing in the greater Seattle area.⁶ A disproportionate number of these young persons are LGBTQ, and they regularly interact with City-funded services in conjunction with the local shelter system, the Seattle Public School system, and the Seattle Police Department and local justice system. It is critical that the City provide culturally-competent services to LGBTQ young persons. An Office of LGBTQ Affairs will help the City support existing programs serving LGBTQ youth and develop new programs to address serious problems.

C. Transgender and Gender Non-Conforming Communities

Seattle is a mecca for transgender and gender non-conforming communities, and has one of the largest populations of transgender people in the country. The Office of LGBTQ Affairs will work as a primary resource to address and remedy the many issues that transgender and gender non-conforming people face, including serious issues of discrimination with respect to the workplace, medical care, public accommodations, gender-based violence, and interactions with the police.

Transgender people frequently experience harassment, mistreatment, or discrimination in the workplace; 47% said they had experienced an adverse job outcome, such as being fired, not hired, or denied a promotion, because of being transgender or gender non-conforming. Similarly, one in five transgender people reported being refused medical care due to their status, with even higher numbers among people of color, and a disproportionate number of transgender and gender non-conforming people are denied equal treatment and access to public accommodations.⁷ According to the National Coalition for Anti-Violence Programs, people who identify as transgender were 28% more likely to experience physical violence than those who are gender normative.⁸

Police services were the most highly problematic aspect of government services overall for transgender people—and police services were even more problematic with gender non-conforming people and people of color. Finally, surveys have also found that transgender and gender non-conforming people experience unemployment at twice the rate of the general population.

The Office of LGBTQ Affairs can begin to address these serious problems and work with community organization to develop solutions. For example, Ingersoll Gender Center, one of Seattle's and the nation's leading organizations for transgender and gender non-conforming people, recently launched the Seattle Transgender Economic Empowerment Project (STEEP) to address the growing needs of the trans community regarding economic disparity.⁹ The Office can work on developing similar initiatives and crafting legislation and policy to assist the transgender and gender non-conforming communities in Seattle.

D. Immigration & LGBTQ Communities

A recent study of by the Williams Institute shows that there are over 267,000 LGBTQ persons among the adult population of undocumented immigrants in the United States. An estimated 27% of our nation's undocumented immigrants identify as LGBTQ. A recent report from the National Center for Transgender Equality highlights the issues faced by trans* migrants in particular.¹⁰ The intersectionality of sexual orientation, gender identity, and immigration status can lead to high vulnerability around safety, health, and access to services.¹¹ With the passage of marriage equality in Washington, federal court rulings on DOMA that provide bi-national couples access to residency, and the upcoming comprehensive immigration reform efforts, there is a complex set of scenarios and possibilities that would allow for the City of Seattle to serve as a leading city in approaching issues of immigration and LGBTQ families.

An Office of LGBTQ Affairs will provide a unique opportunity for the voices of LGBTQ immigrants, asylees, refugees, and bi-national couples and families to be advocated for and included. The Office could work with the multitude of state, county, and federal agencies and organizations to include and protect LGBTQ families and residents. In collaboration with the Seattle Office of Immigrant and Refugee Affairs and the many organizations in the Seattle-area focusing on LGBTQ immigration issues in their current work, an Office of LGBTQ Affairs would have the potential to advise the City about how best to advocate for and support LGBTQ immigrant communities.

E. LGBTQ Seniors and Aging Communities

Traditionally, LGBTQ seniors (aged 65 or older) have been a largely invisible and underserved population. National estimates of LGBTQ seniors number 3 million, with this population expected to grow to 5 million by 2030. Assuming similar trends, the number of LGBTQ seniors in Washington is approximately 69,000 and will grow to approximately 111,000 by 2030. For social, cultural, and legal reasons, LGBTQ seniors' needs often differ from heterosexual seniors. Social stigma and discrimination can discourage LGBTQ seniors from accessing needed health and social services. Transgender elders in assisted care face an additional layer of issues including that they may have gender variant bodies and have caretakers

tending to their physical care—showering, dressing, feeding—placing them at greater risk of violence or neglect if the caretakers are not trained in transgender care.¹² It is critical that service providers recognize the unique needs of LGBTQ communities so as to provide appropriate care. An Office of LGBTQ Affairs will work to identify the needs of LGBTQ seniors, to help LGBTQ seniors access needed services, and to raise awareness and develop training for culturally-competent care.

Examples: Promote LGBTQ-specific resources, programming, or facilities at community centers and senior centers; develop or facilitate trainings for providing culturally-competent LGBTQ care services; help connect LGBTQ seniors with City resources; develop and propose legislation to promote LGBTQ-affirming health care and long-term care and the provision of appropriate care for transgender people; and research and identify the needs of LGBTQ seniors.

F. Racial Equity

The Office of LGBTQ Affairs will work to further Seattle’s commitment to racial and social justice, with a special focus on LGBTQ communities of color. People of color disproportionately earn lower incomes, pay a higher percent of their income in taxes, and have less access to education, health care, housing, and justice. A national study found that while hate violence incidents have decreased, the overall number of hate murders of members of the LGBTQ and HIV-positive community has increased by 11%. Of those murdered, 87% were people of color, showing an increase from 70% in 2010.¹³

These realities are further magnified within LGBTQ communities of color, making it more difficult for LGBTQ racial minorities to meet their basic needs of safety and income, much less pursue their broader aspirations and goals. The Office would apply the City’s RSJI lens to help end institutionalized racism, homophobia, and transphobia in City government and promote inclusion and full participation in civic life by LGBTQ persons of color. The Office would collaborate with the Race and Social Justice Initiative, the Office of Civil Rights, and other City departments, as well as local nonprofits and organizations.

Examples: Connect community members with access to housing and healthcare; act as a liaison between residents and City departments when residents are not comfortable speaking directly to other institutions; magnify the concerns of residents to the City government to build trust; and continue education about on racial and LGBTQ injustices and how to take action when reporting and investigating discrimination.

G. HIV and Health Services

Seattle and King County have a history of strong services to address the wellness of the LGBTQ community. With ongoing budget cuts, however, services for vulnerable populations are often moved outside of the central focus. While King County provides excellent health serves to Men Who Have Sex With Men (MSM), other populations have seen services eliminated or significantly diminished. Health services for transgender residents of Seattle are often costly or available through providers that may lack the cultural or medical competency for treating

transgender or intersex individuals. The history of HIV/AIDS, historically anchored in the gay male community, has shown that the burden of disease has been shifting to impact under-educated and multiply marginalized populations such as homeless LGBTQ youth and LGBTQ communities of color.

An Office of LGBTQ Affairs will have the ability to gather providers to address Seattle-specific concerns around HIV and health by sponsoring initiatives to address needed improvements in medical cultural competency, by liaising with organizations to broaden services to underserved populations that may not know how to engage in health care. Additionally, with the coming implementation of the Affordable Care Act, the Office could be a leader in Seattle and an example for other municipalities on community engagement around how to access health care under the ACA and could partner with organizations to provide education on the ACA and how to access care and insurance. These efforts would be low-cost and low-risk approaches to improving the health and wellness of our City's LGBTQ communities in new and unique ways.

Examples: Promote development of queer and transgender focused accessible comprehensive health clinic; work with cultural brokers and community-specific non-profits to include LGBTQ and HIV-related education in their work; work with City departments on RFIs, monitoring, and technical assistance for investors.

H. Seattle Police Department & Safety for LGBTQ Communities

As the Seattle Police Department continues the process of reform following the U.S. Department of Justice investigation, the Department has many opportunities to strengthen service to Seattle. LGBTQ people, especially transgender people, people of color, and youth, are unjustly targeted by law enforcement for harassment and policing at disproportionately high rates. On the national level, 29% of transgender people reported police harassment or disrespect.¹⁴ Discrimination and harassment by the police negatively affects all residents of Seattle, as it discourages LGBTQ people from calling the police when they are in need, or when they have information to report. Further, the underreporting or failure to properly investigate crimes against LGBTQ people remains a serious problem facing our communities.

An Office of LGBTQ Affairs will work with community stakeholders to facilitate engagement with the reform process, improve SPD LGBTQ sensitivity training, ensure LGBTQ issues are appropriately represented in the complaints process and SPD data collection, and further the significant steps needed to close the gap in community relations. The Office will act as a liaison between community members and the SPD when issues of discriminatory policing or harassment occur and connect LGBTQ people to appropriate city resources. Further, the Office will provide resources and information to the SPD as they work to improve services for LGBTQ residents.

I. Economic Justice, Economic Development & LGBTQ Tourism

Economic development and tourism are vital to Seattle's success. An Office of LGBTQ Affairs will help LGBTQ businesses and employees overcome serious challenges and take advantage of unique opportunities for the benefit of the city as a whole. Contrary to the

stereotype, lesbian, gay, and bisexual people and couples have poverty rates equal to or higher than heterosexual people and couples, and transgender people report similarly low incomes.¹⁵ Some of this acute economic vulnerability can be traced to employment discrimination, the disproportionate number of LGBTQ homeless youth, higher rates of uninsurance, and lack of access to various tax and other financial benefits. The City needs to continue to address the underlying causes and to help individuals and businesses obtain the skills, support, and services that will allow them to thrive. Further, many business owners may wish to be supportive of LGBTQ employees and clientele, but need guidance about best practices, *e.g.*, how to support a transgender employee during transition or how to provide gender-inclusive restrooms. An Office of LGBTQ Affairs will help connect individuals and businesses with necessary guidance and support, and will help City departments channel resources to promote LGBTQ economic development. The Office can also work with the local business community to promote Seattle as an international destination for LGBTQ tourism, which will bring substantial economic benefits to the city.

Examples: Support skills and job training programs; assist businesses with LGBTQ-friendly practices; support resources for LGBTQ youth (shelter, educational resources, job training); and promote LGBTQ tourism.

MODELS ADOPTED BY OTHER CITIES

In developing an Office of LGBTQ Affairs, the City can learn from the models adopted by other cities.¹⁶ In particular, the Commission would like to highlight the successes and achievements of the City of Philadelphia, which has become a leading model.

Case Study: Philadelphia - Office of LGBT Affairs

In 2008, Philadelphia established an Office of Lesbian, Gay, Bisexual and Transgender Affairs as part of the Mayor's Office by executive order. The mission of the office is to provide services and information to LGBT people through outreach and public education. The Office is responsible for advising the Mayor and Philadelphia City government on the needs of LGBT residents and supports LGBT policy development, community outreach, public education, and capacity building. Since the creation of the Office, Philadelphia has made multiple, significant advancements with respect to LGBTQ civil rights and civic engagement. Although the Office is not the sole reason for Philadelphia's recent successes, it highlights how much can be achieved in a short period of time when a city puts forward a demonstrated commitment to its LGBTQ communities.

Civil Rights & Legislation

LGBT Rights Bill: April 2013.

- Amended Philadelphia's Fair Practice Ordinance, which prohibits, among other things, discrimination based upon sexual orientation or gender identity in housing, employment, and public accommodations.
- Provided new transgender-inclusive policies, such as the construction of gender neutral bathrooms within new and renovated bathroom facilities in city-owned buildings,

prohibiting businesses from not allowing patrons to use the bathroom facilities which are consistent with their gender identity, removing gendered terms from city forms, and forbidding employers from not allowing their employees to dress in a manner consistent with their gender identity.

- Created new tax credits for employers, including the Life Partner Health Benefits Tax, which provides a tax credit to businesses that offer health insurance to domestic partners and children of same sex couples.

Fair Practice Ordinance: Amended in 2011, further amendment in 2013.

- Relevant key changes include: Prohibited discrimination on the basis of perceived membership in a protected class; prohibited harassment, threats, harm, damage, or retaliation because an individual complied with, exercised rights under or enjoyed the benefits of the ordinance; increased penalties for discrimination from \$300 to \$2,000 per violation; and expanded the definition of “employer” to include any person who does business in Philadelphia through employees, any public agency or authority, and any agency, authority or instrumentality of Pennsylvania.

Life Partnership Benefits Legislation Bill No. 110057: December 2011 (expansion of original Life Partners Bill in 2008)

- Under the new law, businesses that have contracts worth more than \$250,000 with the city are required to offer life partners the same benefits as they offer spouses, including health insurance, bereavement leave, family medical leave, membership discounts, and moving expenses.

Economic Development & Tourism

Tourism: Philadelphia’s “Gayborhood” is marked on the city’s tourist maps with a rainbow flag and the street signs are accompanied by rainbow markers. Each year, approximately 600,000 people receive the tourism map.

- The Philadelphia Gay Tourism Caucus was established in 2002, and with the Greater Philadelphia Tourism Marketing Corporation, created the Get Your History Straight and Your Nightlife Gay advertising campaigns (first in 2003) and the We Your People campaign (in 2008).¹⁷ In 2007, the PGTC unveiled, with the City of Philadelphia, rainbow street signs marking the Gayborhood.



Health & Human Services

Morris Home: The first Residential Recovery House for Transgender/Gender Variant Persons in the United States was established in 2011. Morris Home is named for Nizah Morris, a transgender African American woman murdered in December 2002.

LGBT Senior Affordable Housing

John C. Anderson Apartments: Construction is underway on what will be only the nation's second affordable housing project geared to LGBT seniors (the first is in Hollywood, California), the \$19.5 million John C. Anderson Apartments. The 56 one-bedroom unit multi-use project will be open by the end of the year. The building replaces a parking lot and maintenance facility owned by the Philadelphia Redevelopment Authority.

Other Important Achievements

Prior to the creation of the Office, Philadelphia was already the home to the William Way Community Center, an LGBTQ community center established in 1976, and the Mazzoni Center, an LGBTQ health center established in 1979.

The Takeaway

Philadelphia is a vivid example of the positive success that can be achieved by a dedicated office of LGBTQ affairs. Seattle has already achieved many successes and boasts a proud record of advancing LGBTQ rights, but nevertheless could continue to make substantial progress through an Office of LGBTQ Affairs. The Commission believes that an Office of LGBTQ Affairs will help Seattle flourish and grow in a manner similar to Philadelphia.

CONCLUSION

In conclusion, the Seattle LGBT Commission recommends that the City of Seattle establish an Office of LGBTQ Affairs to promote the needs and interests of the lesbian, gay, bisexual, transgender, and queer communities in Seattle. The Office would work closely with the Commission, the Office for Civil Rights, the Race and Social Justice Initiative, and local stakeholders to develop a mission and to identify both short-term and long-term strategies for eliminating anti-LGBTQ discrimination, promoting full access to and engagement with civic communities, and establishing Seattle as an international model for LGBTQ civil rights.

¹ Gary J. Gates and Frank Newport, The Williams Institute, *Gallup Special Report: New Estimates of LGBT Population in the United States* (February 2013) (<http://williamsinstitute.law.ucla.edu/research/census-lgbt-demographics-studies/gallup-lgbt-pop-feb-2013/>).

² Lornet Turnbull, *12.9% in Seattle are Gay or Bisexual, Second Only to S.F., Study Says*, SEATTLE TIMES, November 16, 2006.

³ Gene Balk, *Seattle Overtakes San Francisco As No. 1 City for Gay Couples*, SEATTLE TIMES, Sept. 27, 2013.

⁴ The Williams Institute, *Infographic: Percentage of Same-Sex Couples Raising Children in Top Metro Areas* (updated July 26, 2013) (<http://williamsinstitute.law.ucla.edu/research/census-lgbt-demographics-studies/infographic-msas-may-2013/>).

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⁵ The Municipal Equality Index (MEI), produced by the Human Rights Campaign (www.hrc.org), is an evaluative tool for rating municipalities all over the United States on the basis of their inclusivity of LGBT people who live and work in those cities. This toolkit can help municipalities around the country better understand what they can do for their LGBT residents. The MEI criteria fall under six broad categories: non-discrimination laws; relationship recognition; the municipality's employment practices; the inclusiveness of city services; law enforcement; and municipal leadership for equality. The MEI highlights the dedication to equality demonstrated by some cities and provides a blueprint for municipal equality for cities whose laws and policies need improvement.

- Non-discrimination laws
- Relationship recognition
- Employment practices
- Inclusiveness of city services
- Law enforcement
- Leadership for equality

While Seattle ranks among the highest cities with a score of 100, there is still substantial room for improvement. Kudos to the City of Seattle for offering inclusive employee benefits, health care for trans* employees, issuing a proclamation to celebrate Pride and Trans* Pride this year, raising the Pride flag over City Hall to kick off the Month of Pride. To provide the leadership and infrastructure within the City framework to create and sustain an Office of LGBTQ Affairs could only serve to build a stronger foundation between the City of Seattle and the LGBTQ community.

⁶ See The Seattle/King County Coalition on Homelessness (<http://homelessinfo.org/>).

⁷ California, Colorado, Oregon, and Vermont, as well as the District of Columbia, have policies to prohibit discrimination against transgender people for health services deemed medically necessary.

⁸ The National Coalition of Anti-Violence Programs, *Lesbian, Gay, Bisexual, Transgender, Queer, and HIV-Affected Hate Violence in 2012* (2013 Release Edition) (http://www.avp.org/storage/documents/ncavp_2012_hvreport_final.pdf).

⁹ See <http://www.ingersollcenter.org/content/seattle-transgender-economic-empowerment-project>.

¹⁰ See Aura Bogado, *New Report Illustrates Obstacles for Transgender Immigrants*, COLOR LINES, October 7, 2013 (http://colorlines.com/archives/2013/10/new_report_illustrates_obstacles_for_transgender_immigrants.html).

¹¹ See Crosby Burns, Ann Garcia, Phillip E. Wolgin, The Center for American Progress, *Living in Dual Shadows: LGBT Undocumented Immigrants*, March 8, 2013 (<http://www.americanprogress.org/issues/immigration/report/2013/03/08/55674/living-in-dual-shadows>).

¹² SAGE and National Center for Transgender Equality, *Improving the Lives of Transgender Older Adults*, May 2012 (<http://www.sageusa.org/files/TransAgingPolicyReportFull.pdf>).

¹³ See *Lesbian, Gay, Bisexual, Transgender, Queer, and HIV-Affected Hate Violence in 2012* (2013 Release Edition) written by the National Coalition of Anti-Violence Programs. http://www.avp.org/storage/documents/ncavp_2012_hvreport_final.pdf.

¹⁴ See http://transequality.org/PDFs/Executive_Summary.pdf.

¹⁵ M.V. Lee Badgett, Laura E. Durso, & Alyssa Schneebaum, THE WILLIAMS INSTITUTE, *New Patterns of Poverty in the Lesbian, Gay, and Bisexual Community* (June 2013) (<http://williamsinstitute.law.ucla.edu/research/census-lgbt-demographics-studies/lgbt-poverty-update-june-2013/>).

¹⁶ See generally: Jersey City, NJ: Mayor's Task Force on Lesbian, Gay, Bisexual, & Transgender Equality; Philadelphia, PN: Mayor's Office of Lesbian, Gay, Bisexual, and Transgender Affairs (<http://www.phila.gov/mayor/Offices.html>); Washington, D.C.: Mayor's Office of Gay, Lesbian, Bisexual and Transgender Affairs, (<http://glbt.dc.gov/>).

¹⁷ See Philadelphia Gay Tourism Caucus (<http://philadelphiagaytourism.com/>).